



**JANUARY 2003**

# **COMNAVSUBFOR RESERVE NOTE**

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**SUBLANT Web site: <http://www.sublant.navy.mil/>**

**SUBPAC Web site: <http://www.subpacnr.navy.mil/>**

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## **RESNOTE DISTRIBUTION SCHEDULE AND REQUIREMENTS:**

*This RESNOTE is distributed prior to the first drill weekend of each month. Paper distribution is mandatory for those reservists without E-mail. Unit COs should ensure the RESNOTE is distributed to all members in their unit. If you know of any Submarine Reservist presently serving outside of Program One, please forward a copy of this RESNOTE to them and invite them to send their e-mail address to the PCU. They will be added to the distribution list. Send e-mail input for upcoming RESNOTES to CWO3 Kevin Kilcoyne ([kilcoynekw@ieee.org](mailto:kilcoynekw@ieee.org)) (SUBLANT) or CAPT David Hill ([hillhd@westinghouse.com](mailto:hillhd@westinghouse.com)) (SUBPAC).*

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## WHAT'S NEW

- **IN JANUARY 2003, TAX STATEMENTS FOR CALENDAR YEAR 2002 WILL BE AVAILABLE ONLINE FOR ALL myPay CUSTOMERS - Page 3**
- **CMC NOTE - Page 3**
- **N77 UPDATE - Page 4**
- **SUBPAC UPDATE/NEW COMSUBPAC RLO - Page 5**
- **SUBLANT UPDATE - Page 5**
- **ALNAV 99/02 - NOTICE OF CONVENING FY-04 NAVAL RESERVE CAPTAIN, COMMANDER,/LIEUTENANT COMMANDER, AND CHIEF WARRANT OFFICER PROMOTION/SELECTION BOARDS - Separate Attachment**
- **NAVADMIN 418/02 - MERGER OF AVIATION STOREKEEPER (AK) AND STOREKEEPER (SK) RATINGS - UPDATE NUMBER FOUR - Separate Attachment**
- **REGISTRATION FORM, DIRECTIONS TO SUBLANT TOTAL FORCE CONFERENCE - Page 7**

## UPCOMING EVENTS

### JANUARY

10 JANUARY (1946) - Establishment of first Navy Nuclear Power School at Submarine Base, New London, CT

13 JANUARY – Naval Reserve O-6 Line Selection Board convenes

31 JAN – 1 FEB – COMSUBPAC Total Force Conference – San Diego

### FEBRUARY

FEBRUARY - E4-E7 Advancement Exams, dates vary with RESCEN schedules

7 – 8 FEBRUARY – COMSUBLANT Total Force Conference

10 FEBRUARY – Naval Reserve O-4 Staff Selection Board convenes

10 FEBRUARY – Naval Reserve O-5 Staff Selection Board convenes

10 FEBRUARY – Naval Reserve O-6 Staff Selection Board convenes

10 FEBRUARY (1960) - USS SARGO (SSN-583) surfaces at North Pole

24 FEBRUARY – Naval Reserve O-5 Line Selection Board convenes

28 FEBRUARY (1980) - Blue crew of USS FRANCIS SCOTT KEY (SSBN-657) launches 4 Trident I (C-4) missiles in first C-4 Operational Test

### MARCH

3 MARCH (1915) - Congress creates Federal Naval Reserve  
29 MARCH (1960) - Launch of first fully integrated Fleet Ballistic Missile from USS  
OBSERVATION ISLAND

#### **APRIL**

7 APRIL (1979) - Launching of first Trident submarine, USS Ohio (SSBN-726) at Groton, CT  
11 APRIL – Submarine Force Birthday (1900 - Navy accepted its first submarine, USS Holland)

#### **MAY**

**5 MAY** - Naval Reserve E8/E9 Selection Board convenes  
**5 MAY** – Naval Reserve O-4 Line Selection Board convenes

### **RESERVE PAY W-2 FORMS AVAILABLE ONLINE**

Tax statements for calendar year 2002 are currently available for all myPay customers. W-2 forms can be downloaded the same way LES forms currently are. Check the website: <https://emss.dfas.mil/mypay.asp> for additional information.

### **CMC NOTE**

The Chief of Naval Operations' "Top Five" priorities includes Manpower, Current Readiness, Future Readiness, Quality of Service, and Alignment. These goals organize our focus on what's important. I would like to spend some time this month talking about the Manpower issue. This is the CNO's top priority and must be addressed at all levels of the chain of command. Although we are not in a manpower crisis, we must retain and continue to recruit top-notch people to maintain our readiness.

The motivation that brought each of us into Naval service is a personal attribute, unique to our own situation and needs. What is common to most, is that our motivation changes once we become part of the Navy and learn more about the service and the part we play in it. The motivation that causes us to stay around for a second and or third tour is certainly different than the prime mover that influenced our original choice. Our motivation is influenced by our experience.

As leaders, we have a great deal of control over a good many things that effect our subordinates decision to reenlist or remain in a drilling status. Perhaps our greatest control is over the *experience* our membership encounters. Our recently completed career decision survey data shows that advancement opportunity is the number one reason a sailor decides to leave the Naval Reserve. That's not surprising. What I find a little surprising is that it is also the number one reason to reenlist. It's probably worth listing the top 10 reasons for staying or leaving the Naval Reserve here so that you can draw your own conclusions. From this list, it is obvious that there are some things we can do little if anything about. But it also shows tremendous opportunity to effect attrition by investing our activities on those areas with the greatest return.

#### **Factors Effecting Decision to Stay**

1. Advancement opportunity

#### **Factors Effecting Decision to Separate**

1. Advancement opportunity

2. Naval Reserve pay	2. Impact on civilian employment
3. Unit morale	3. Recognition for accomplishments
4. CO/XO relationship	4. Amount of time away from home.
5. Moral standards	5. Time to receive benefits (Retire at age 60)
6. Opportunity to work in your primary rate	6. Balance between work and personal time.
7. Recognition for accomplishments	7. Opportunity to work in your primary rate.
8. Level of job challenge	8. Too much administrative duties
9. CPO leadership	9. Active Reserve relationship
10. Travel opportunity	10. Equipment to do the job.

I present this data to you to spark your creativity and to help shape your focus, where manpower is concerned, for the coming year. Our challenge is to maintain attrition levels below the 13% set by COMNAVRESFOR. This is a lofty goal, but one that I think is achievable.

So what does all this mean to you? It is incumbent upon all Naval Reservists, from the most senior to the most junior, to take the goals set by our leadership and move forward with them. Retention of skilled personnel to operate our ships, schools, repair shops, and training exercises is paramount. Take the above information and shape your career counseling, midterm counseling, and mentoring programs to address these issues. Feedback is as important as the message. We must listen to the important information our juniors are telling us. Ensure we are running viable Professional Development Boards, Awards Boards, Sailor of the Quarter, and Sailor of the year programs. Shape your policies to positively effect your Sailor's quality of life and quality of work. ...And ensure that these activities and policies are communicated to our junior personnel and that they understand the role they play. Remember that reality only exists in ones perception of that reality. These are just a few ideas to encourage your creative side in pursuit of our forces goals. The potential for synergy is tremendous within our force, it is up to each of you to make the perception the reality and the reality the perception.

ETCM(SS) Chris Clark

COMNAVSUBRESFOR LANT CMC

## **SUBMARINE WARFARE DIRECTORATE N77**

Program Review (PR05) budget submission is being worked within N77. Proposed growth items: \$50K more for ADST account, \$100K for ammunition to support Aux. Security Force requalification, 2 new RLO billets: @ CSG-2 (Groton) and CSG-8 (Naples). POM04 submission is on track--growth items where: \$50K plus up for ADST, and new RLO billet @ CSS-15 (Guam). CDR Adam Binford (currently @ CNRFC N8) has accepted orders to this job for next fall. Overall Program 1 funding is \$42M in FY04. This is 1% of total Reserve Force funding (aviation-hardware heavy), while we have 4% of the Reserve people.

## **COMSUBPAC**

## COMSUBPAC TOTAL FORCE CONFERENCE

The COMSUBPAC Total Force Conference will be held at Fleet ASW Training Center San Diego, CA, on Friday, 31 January 2003 and Saturday, 01 February 2003. The theme is "Ready to Roll."

## NEW COMSUBPAC RLO

CDR Doug Hanson officially relieved CDR Guy Dunan, who retired 12 December 2002. FAIR WINDS AND FOLLOWING SEAS to CDR Dunan! Welcome Aboard to CDR Hanson! Contact CDR Hanson, CSP RLO at (888) 471-9440 or: HansonDJ@csp.navy.mil

## COMSUBLANT

### COMSUBLANT TOTAL FORCE CONFERENCE 2003

**Mark your calendars.** The 2003 conference will be held 7-8 February 2003 at Naval Amphibious Base, Little Creek. A registration form has been emailed to anticipated attendees and is also attached to this RESNOTE. An agenda will be distributed when approved. All unit COs are expected to attend this conference and unit senior enlisted advisors should also plan to attend. The theme for this year's conference is Undersea Warfighting. COs are requested to make sure their parent commands are aware of the conference and to encourage their participation. It is an excellent opportunity to work on building a teaming relationship. *Note that orders must contain a statement that reimbursement of Conference Fees is authorized to ensure attendees will receive payment for the non-meal portion of the total fee. The non-meal portion of the fee is \$15.00. This is a correction from earlier information .*

## ANNUAL TRAINING OPPORTUNITIES

COMSUBSOUTH, the NATO hat of COMSUBGRU EIGHT in Naples, Italy has an ongoing need for watchstanders in support of real world operations in the Mediterranean. Specifically, opportunities are available for enlisted plotters and radio watchstanders (E4 and above), and controllers (O3 & above). There is no need for formal Submarine Advisory Team qualification, though BGS experience is a plus. 1115s with significant Program 1 BGS experience are also eligible.

These requirements are over-and-above the normal exercise needs for the force, and should be manned on a not-to-interfere basis with fleet exercises and each unit's identified parent command needs, but they do offer significant operational experience beyond the normal opportunities of fleet exercises. Neither ADT nor ADSW funding is available, so applicants must be able to devote their ATs to these needs. Since there is no authorization as yet for second ATs, it's important to ensure that the priorities of your own parent command are met first. Please contact Chief Barager at [brett.barager@eds.com](mailto:brett.barager@eds.com) or Office: (313) 974-3486, Cell: (248) 376-3148 for more information.

## SUBLANT OPCON EXERCISE BILLETS

Listed below are the exercises, dates and billets available for the beginning of next fiscal year. These are good opportunities to prepare for other exercise billets including OUTCONUS and at-sea exercises. If you are interested in participating in any of these exercises, contact LCDR Todd Motley at (757) 380-4506 or via email at [MOTLEY\\_TR@NNS.COM](mailto:MOTLEY_TR@NNS.COM). Previous submarine exercise or opcon experience is required for COMPTUEX watchstanders. Exercise watchstander training will be offered periodically during the FY. Contact LCDR Motley for more details.

<b>Exercise</b>	<b>Dates *</b>	<b>Billets</b>	<b>Rank/Rate</b>
COMPTUEX 03-2**	22 JAN – 31 JAN 2003	EWO	O3-O5 (1125)
COMPTUEX 03-2**	22 JAN – 31 JAN 2003	ETOW	E4-E6
COMPTUEX 03-2**	31 JAN – 11 FEB 2003	EWO	O3-O5 (1125)
COMPTUEX 03-2**	31 JAN – 11 FEB 2003	ETOW	E4-E6
COMPTUEX 03-2**	10 FEB – 20 FEB 2003	EWO	O3-O5 (1125)
COMPTUEX 03-2**	10 FEB – 20 FEB 2003	ETOW	E4-E6

\*All dates subject to change based on operational scheduling

\*\*Must have previous OPCON experience

**Deputy Commander Naval Submarine Forces - Reserves**



**2003 Total Force Conference Registration**

**Date:** February 07-08, 2003

**Name:**

**Rank/Rate:**

**Command/Unit:**

**Billet (CO,XO,etc):**

**Home Address:**

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_

**Telephone:** Home: (     )

Work: (     )

Fax: (     )

**E-mail Address:**

**Reserve unit COs** indicate: I **will / will not** attend the 2003 COMSUBFOR Total Force Conference.

For COMSUBFOR **Reserve unit COs** not attending, please state a brief explanation and indicate who will attend in your place:

**CBQ Room Reservation Required? Yes / No**

**If "Yes" provide SSN:**

**Arrival Date:**     /     / 2003     **Number of days needed:** \_\_\_\_\_

**Note:** All room reservations will be made by the Conference POC at Naval Amphibious Base (NAB) Little Creek, CBQ based on this input.

**Please do not make reservations through SATO or otherwise.**

If you are not comfortable e-mailing your social security number, please complete the other information and telephone LT(jg) Leona Moten to provide your SSN.

**Dinner Reservations** (Friday Night Social, NAB, Little Creek Conference Center)  
**yes / no**

**If bringing guests, how many?**

**The cost of your dinner is included in the conference fee. Additional guests are \$20 each.**

**Conference POC:** LT(jg) Leona Moten  
e-mail: [LFM7@msn.com](mailto:LFM7@msn.com)  
work: (703) 204-5519  
hm: (703) 921- 0876  
fax: (703) 204-5251

**Administrative Notes:**

**Conference Location:** Drexler Conference Center, NAB Little Creek, Norfolk

**Conference Fees:** \$65.00

Planned meals include pizza on Thursday night, continental breakfast/fruit and lunch on Friday and Saturday, beverages throughout, and heavy hors d'oeuvres at the social on Friday night. **Payment of Conference Fee is requested as soon as possible.**

***Note that orders must contain a statement that reimbursement of Conference Fees is authorized to ensure attendees will receive payment for the non-meal portion of the conference fee.***

Mail checks (**made payable to COMSUBLANT DET 306 Fund**) to:

LT(jg) Leona Moten  
6574 Kiernan CT  
Alexandria, VA 22315

**Friday Night Dinner:** Attendance at the Friday night dinner is expected of all attendees.

**Dress: Conference:** E7 and above - Summer Khaki E-6 and below – Dress Blue  
**Dinner:** Business Casual (collared shirt, slacks)

**Security Clearance:** Fax copy of current Visitor Clearance Data (5521/27) to COMSUBLANT N13 (attn: LT(jg) Moten or YN1 Giles) at (757) 836-1195 ASAP.

**Miscellaneous:** SUBLANT UIC: 57016

An email confirming receipt of payment will be sent to you.